HOCKEY IRELAND DISCIPLINE REGULATIONS

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1. Definitions, Abbreviations & Interpretations

1.1. In these regulations:

Affiliated Body	Refers to any Member of HI, other than an individual Member, and includes any club, school, corporation, association, umpiring association, technical officials, or organisation for which an individual may participate or with which an individual may be principally connected at any material time, and which is part of an affiliated body that is a Member of HI.
AP	Appeal panel - has meaning given in Section 3.6.
Bye Laws	Refers to Hockey Ireland's Bye Laws
Category 1 Red Card	Refers to when an umpire issues a red card directly to a participant, otherwise known as a 'straight red'. *Note the minimum suspension applicable for a Category 1 Red Card is a two match suspension*.
Category 2 Red Card	Refers to when an umpire issues a second yellow card and determines that a red card can be issued at the same time, otherwise known as a 'technical red'.
CoC	Code of Conduct - refers to Hockey Ireland's Code of Conduct.
CoC Complaint	Refers to when an official report is made that alleges a breach of Hockey Ireland's Code of Conduct.
Constitution	Refers to Hockey Ireland's Constitution
DA	Refers to Discipline Administrator which has meaning given in Section 3.4.

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V3 – 14th January 2026 (updated to correct anomalies)

Discipline Committee	Refers to the body established by Hockey Ireland, which oversees the implementation of these Regulations. The Discipline Committee shall also nominate members to the pool of approved participants from which Disciplinary and Appeals Panels are appointed. Members of the Discipline Committee may also be members of the Panel Pool and may sit on Panels, provided they have had no prior involvement in administering or overseeing the case.
DHP	Disciplinary Hearing Panel – has meaning given in Section 3.5.
EuroHockey	Refers to the continental federation, previously known as European Hockey Federation.
Field of Play	Refers to the confines of the pitch (including the dugouts)
FIH	Refers to International Hockey Federation
HI	Refers to Hockey Ireland
HIDO	Refers to the Hockey Ireland Disciplinary Officer who is appointed by the CEO and has the meaning given in Section 3.3
Match	A match shall be deemed to be all that time between the commencement of a game of hockey and its completion and shall include any shootout competition, the half-time interval, and any other interval between the aforementioned phases of the match.
Participant	Refers to a coach, player, manager, umpire, technical official, Club or a club member, director, official, officer, employee, contractor, worker, agent, or representative of a Club or school, spectators, and any other person involved in, or connected to the sport of hockey.
SNF	Refers to a Sanction Notification Form
Suspension	Where a person is suspended from a match, they are not permitted to play, coach, manage, officiate, umpire, act as a physio or be within the Field of Play during any match within the jurisdiction of Hockey Ireland.

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V2 – 18th September 2025 (updated to include Suspension definition)
V3 – 14th January 2026 (updated to correct anomalies)

	Where a person is suspended on a Category 1 or Code of Conduct they are not permitted to play, coach, manage, officiate, umpire, act as a physio or spectate until the suspension has been served.
RCRFs	Refers to a Red Card Report Form

1.2. In these regulations:

1.2.1. The singular includes the plural and the masculine includes the feminine and vice versa;

1.2.2. Regulation headings herein are inserted for ease of reference only and shall not affect the construction or interpretation of these Regulations;

1.3. For the purposes of these Regulations, notification of decisions and receipt of any communications may be by email. Unless proved to have been received earlier, the time of receipt of any formal communication, notification or other communication shall be deemed to be no later than 12 hours after any email was sent.

1.4. References herein to 'these Regulations' are intended to refer to these Discipline Regulations, and any reference to a numbered regulation is intended, unless otherwise stated, to be a reference to a numbered regulation in these Regulations.

2. Introduction

2.1. These Regulations are effective from 14th January 2026. They contain the procedures to be followed in the event of an accumulation of Yellow Cards within the season, or the issuing of a Red Card or receipt of a HI Code of Conduct (CoC) complaint. These Regulations are made pursuant to the Bye Laws and are intended to give effect to them. Where there is any conflict between these Regulations and they Bye Laws, the Bye Laws shall prevail.

2.2. HI is the National Governing Body for the sport of hockey in Ireland. It is a term of membership of HI that Members agree to be bound by the provisions of the HI Code of Conduct. No individual may play, coach, umpire, administer, spectate or otherwise participate in the sport of hockey in Ireland within the scope of the organisation and administration of HI without also being subject to the authority of HI. In so participating all such individuals, and where the individual is a young person

under the age of 18 that person's parent or guardian on the individual's behalf, agree to abide by the HI Code of Conduct and HI Code of Ethics to be subject to the procedures and sanctions prescribed.

2.3. These Regulations form the framework to ensure the maintenance of discipline and to penalise any action or misconduct by participants during a match, on matchday, or in any way involved in the sport of hockey in Ireland.

2.4. HI will deal with discipline matters of those participating in the sport of hockey in Ireland, or abroad where any individual or affiliated body has remained subject to the jurisdiction of HI in accordance with these Regulations. Except for when HI, who may from time to time, exempt any competition to which EuroHockey or FIH appoints a Technical Delegate, from the application of these Regulations in whole or in part.

2.5. All affiliated bodies are responsible for implementing these Regulations and for the general discipline of their players, coaches, umpires, officials and spectators.

2.6. It is the responsibility of each affiliated body to ensure that all individuals participating in any way in the sport of hockey as part of, or connected with, the affiliated body are aware of the provisions of these Regulations, and of the sanctions prescribed in them. Alleged ignorance of these Regulations or of the sanctions by any individual or affiliated body that is subject to these Regulations will not be a defence to any breach of these Regulations.

2.7. These Regulations contain provisions for the imposition of certain mandatory minimum periods of suspension. These are included to ensure uniformity, to protect and preserve the good name of the sport of hockey, and to limit the calls on the time of volunteers in holding disciplinary hearings. However, there is provision for representations to be made to HI and, ultimately, for an Appeal, except in respect of the first two matches of any mandatory minimum suspension imposed for a Category 1 Red Card Offence.

2.8. If and to the extent that any affiliated body imposes any disciplinary sanction, such sanction may be concurrent with, or in addition to a sanction imposed under these Regulations but shall not reduce a sanction imposed pursuant to these Regulations.

2.9. A computer database of all offences committed under these Regulations and of action taken shall be maintained by HI for a period of seven years following the offence. Subject to the provisions of any relevant legislation in force from time to time regulating the disclosure of personal information, any individual or affiliated body may obtain, upon written application to HI, a summary of the recorded details that relate to that individual or the affiliated body concerned.

2.10. If a Category 1 Red Card has been issued or an CoC Complaint received, the terms of these Regulations, including any mandatory minimum periods of suspension and any

additional or other sanctions, shall come into effect regardless of whether criminal investigations or any criminal or civil court proceedings have been instigated by any party and notwithstanding the outcome of any such investigations or proceedings.

2.11. HI reserves the right to impose suspension or take any other action as it may think fit against any individual or affiliated body that has been the subject of a criminal investigation or of criminal or civil proceedings.

2.12. HI reserves the right to deal with any matter relating to young persons under the age of 18 under the HI Code of Ethics Policy.

3. Administration

3.1. Implementation procedures are intended to improve consistency, both in respect of the sanctions being imposed for the same offence, and in the interpretation of Yellow Card Accumulation, Red Card Report Forms (RCRFs) and any CoC Complaint.

3.2. As per the Hockey Ireland Bye Laws, the Disciplinary Inquiry Committee is intended to be the first point of contact for the HI Discipline Committee, HIDO and DAs in matters covered by these Regulations.

3.2.1. The relevant Affiliated Body Secretary is responsible for ensuring that the officers of the Affiliated Body, and any individual who is the subject of any disciplinary procedure, is kept fully informed of any steps taken in the disciplinary process and any sanction imposed.

3.2.2. The Affiliated Body Secretary's details, including name, address, telephone number and email address, should be held by the relevant DA.

3.2.3. On a change of Affiliated Body Secretary, the relevant DA should be informed, and the new details sent to them, within 14 days of the appointment. If an Affiliated Body fails to appoint an Affiliated Body Secretary or to keep the relevant DA informed with the up-to- date details of its Secretary, the primary contact as registered with HI shall be deemed to be the Secretary of the Affiliated Body.

3.3. Hockey Ireland Discipline Officer:

3.3.1. The CEO can appoint a HIDO for the purposes of these Regulations.

3.3.2. HI may authorise the HIDO to carry out any of the functions of HI referred to in these Regulations.

3.3.3. The HIDO shall be the Chairperson of the HI Discipline Committee and shall not be a Board Director or employee of HI.

3.3.4. For the purpose of considering the application and efficacy of these Regulations, the HIDO on behalf of the CEO can from time to time convene meetings of DAs and the HI Discipline Committee.

3.3.5. The HI Discipline Committee may, with the consent of the CEO/HI Board Director, appoint a Deputy from time to time to assist in duties where the HIDO is unable or unavailable to perform their duties. Any such Deputy shall not be a Board Director or employee of HI.

3.3.6. For the avoidance of doubt, any Deputy appointed in terms of Regulation 3.3.5 shall be entitled to exercise all powers of the HIDO.

3.3.7. The HIDO is responsible for:

3.3.7.1. Remaining up to date of all automatic mandatory sanctions issued by the DA.

3.3.7.2. Receiving all RCRFs, CoC complaints, or any other correspondence that shall require a Disciplinary Hearing from the DA.

3.3.7.3. Receiving all communications, notifications and correspondence relating to matters within the jurisdiction of the Disciplinary Hearing.

3.3.7.4. Collating the evidence required for the DHP from all persons of interest.

3.3.7.5. Appoint the members of a DHP as described in Regulation 3.5.

3.3.7.6. Co-ordinating meetings of the DHP and deal with all communications relating to the DHP including notification of any decisions made by the DHP.

3.4. Discipline Administrator:

3.4.1. A person shall be appointed by the HI Discipline Committee as the DA for the purposes of these Regulations.

3.4.2. HI may authorise the DA to carry out any of the functions of HI referred to in these Regulations.

3.4.3. The HI Discipline Committee may, with the consent of HI, appoint a Deputy from time to time to assist in duties where the DA is unable or unavailable to perform their duties.

3.4.4. For the avoidance of doubt, any Deputy appointed in terms of Regulation 3.4.3 shall be entitled to exercise all powers of the DA.

3.4.5. The DA is responsible for:

3.4.5.1. The receipt of Yellow Card Report Forms as received from the HI Competitions Administrators and the monitoring of accumulation of Yellow Cards.

3.4.5.2. The issuing of a SNF in the case of an automatic mandatory suspension.

3.4.5.3. The receipt of RCRFs from the HI Competitions Administrators.

3.4.5.4. The receipt of CoC Complaint Forms.

3.4.5.5. Notifying the HIDO of receipt of a RCRF, CoC Complaint, or any other notification that will trigger a Disciplinary Hearing.

3.5. Disciplinary Hearing Panel:

3.5.1. A Disciplinary Hearing Panel shall be appointed in cases involving:

3.5.1.1. Any person receiving a Category 1 Red Card.

3.5.1.2. Any person who is the subject of a CoC Complaint.

3.5.1.3. Any other disciplinary matter referred for a Disciplinary Hearing by the HIDO or Hockey Ireland in accordance with these Regulations. Examples may include, but are not limited to, CoC Complaints relating to incidents which were not seen by the match umpires but video evidence would suggest a Category 1 Red Card should have been issued. Where video evidence is to be used in a disciplinary matter the owners of the video must:

A. Provide the video in the highest quality possible to the HIDO/DHP (recordings of screens are not acceptable).
B. Maintain all recordings from the first instance of notification of a potential disciplinary complaint (including verbal notification from an opposition club or match official) until the matter has been closed, including the potential period for appeal.

3.5.2. Disciplinary Hearing Panel Members:

3.5.2.1. The DHP shall consist of at least three members with no known conflict of interest chosen from a pool of approved DHP participants selected by the HIDO.

3.5.2.2. All approved DHP participants will have their school, club and provincial associations listed on a database, alongside their gender and contact details.

3.5.2.3. Approved DHP participants can request to be removed from the list and have their personal details erased at any time.

3.5.2.4. The process for nomination and appointment of DHP participants shall be established and amended by HI from time to time. If HI, in its sole discretion, believes that there is an insufficient number of members on the Panel Pool at any time, it shall be entitled to appoint further members of the Panel Pool.

3.5.2.5. The DHP shall consist of at least one member of each sex and, where possible, a mixture of provincial representation.

3.5.2.6. Members of the DHP shall not be:

3.5.2.6.1. A member of the Board of Hockey Ireland or an Employee of HI.

3.5.2.6.2. The HIDO. Members of the Discipline Committee may sit on a DHP, provided they have not been involved in the administration or oversight of the specific case.

3.5.2.7. Each DHP shall have a chair appointed by the HIDO from the DHP members (Chair of the DHP). The Chair of the DHP shall ensure that notes are taken of any Disciplinary Hearing.

3.6. Appeals Panel:

3.6.1. An appeals panel shall be convened in cases of appeal as outlined in Part 11.

3.6.2. Appeals Panel members:

3.6.2.1. The HIDO shall appoint a Chairperson of the AP from the members of the DC with no known conflict of interest, this may include themselves.

3.6.2.2. The AP shall consist of at least an additional two members with no known conflict of interest chosen from a pool of approved DHP participants selected by the HIDO.

3.6.2.3. No person who has previously been involved in adjudicating on any matter to be referred to the AP may participate in the AP.

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3.6.2.4. Approved AP participants can request to be removed from the list and have their personal details erased at any time.

3.6.2.5. The process for nomination and appointment of AP participants shall be established and amended by HI from time to time. If HI, in its sole discretion, believes that there is an insufficient number of members on the Pael Pool at any time, it shall be entitled to appoint further members of the Panel Pool.

3.6.2.6. The AP shall consist of at least one member of each sex.

3.6.2.7. Members of the AP shall not be a member of the Board of Hockey Ireland of an Employee of HI.

3.7. These Regulations shall, subject to the right of appeal contained herein, be the relevant Discipline Regulations to the accumulation of Yellow Cards, Red Card Offences and CoC Complaints arising in:

3.7.1. the National Hockey League and associated Finals

3.7.2. Hockey Ireland Knockout Competitions

3.7.3. Inter-Provincial Competitions

3.7.4. Hockey Ireland Indoor Competitions

3.7.5. All-Ireland Schools Championships

3.7.6. Intervarsities Championships

3.7.7. Any other competition as may be so designated by HI.

3.8. Save as provided in Part 11, no appeal will be allowed in respect of a failure to comply with any time limits herein specified, and the decision of the HIDO shall be final in all matters relating to dates for service or notification.

4. Accumulation of Yellow Cards

4.1. Where a participant accumulates three yellow cards in one season in all relevant competitions as described in 3.7, the participant will be issued with an automatic one match suspension by the DA. Note that the accumulation of yellow cards is separated

between outdoor and indoor hockey (outdoor hockey includes National club, schools, intervarsities and the interprovincial series).

4.2. The DA will be provided with a copy of all yellow card report forms from the competitions administration team in HI.

4.3. Yellow cards issued in the earlier rounds of the IHL and Irish knockout competitions carry forward and are included in the accumulated total for all end of season competitions as specified in 3.7.

4.4. The yellow card count is reset on the 1st August of each calendar year.

4.5. For any participant who accumulates three yellow cards, their associated Affiliated Body Secretary, Technical Officials, and the HIDO, will be informed of the automatic mandatory suspension by the DA and will serve the suspension in the next suitable fixture as determined and notified by the DA/HIDO.

4.6. If a nominated match of Suspension is postponed, the Suspension will apply to the next suitable match as defined by the DA.

4.7. There is no right to appeal the decision of an umpire to award a yellow card, and as such, there is no right to appeal under this Regulation 4.

4.8. Where a participant accumulates a further three yellow cards in a season, a further automatic three match suspension will be issued. Any subsequent accumulation in the same season (total of 9 yellow cards in one season) will result in an automatic six match suspension.

4.9. For the avoidance of doubt, where a Participant receives a Category 2 Red Card in a match, any yellow card accrued during this match shall not be counted for the purposes of the accumulated yellow card suspension issued in accordance with this Regulation 4.

5. Receipt of a Red Card

5.1. Any Participant issued with a Red Card must immediately leave the Field of Play and shall not be permitted to return for the duration of the match or matches on that day.

5.2. Where a Participant under the age of 18 is issued with a Red Card, the Participant's Affiliated Body shall be responsible for ensuring that the Participant is accompanied by a parent, guardian or other representative until the end of the match or matches on that day.

5.3. For the avoidance of doubt, the responsibility for ensuring that a Participant under the age of 18 is accompanied by a parent, guardian or other representative in accordance with Regulation 5.2 shall rest solely with the Participant's Affiliated Body.

6. Category 1 Red Card (minimum 2 match suspension)

6.1. A Category 1 Red Card may only be issued in respect of an offence or other misconduct committed during a match as defined in Regulation 1.1.

6.2. A Category 1 Red Card may be issued to any person participating in the match inside the field of play, including players on the pitch, substitutes and team officials (managers, coaches, physiotherapists and doctors who are part of a team's squad) whether or not a formal team sheet has been submitted.

6.3. A Category 1 Red Card Offence is a breach of the rules of hockey or other misconduct for which any person is permanently suspended by an umpire from further participation in the match.

6.4. In addition to the sanctions hereinafter provided for in these Regulations, where a Red Card is issued to a team official or a player who at the time the Red Card is issued is not playing in the match, the offending team is required to withdraw a player from the field of play and the offending team shall thereafter play for the remainder of the match with one fewer player.

6.5. Subject to Regulation 7.7, or unless the HIDO in their sole discretion decides otherwise, any Participant who has been issued with a Category 1 Red Card shall be suspended automatically and is not permitted to play, coach, manage, officiate, umpire or spectator within the Field of Play during any match within the jurisdiction of Hockey Ireland until their disciplinary case has been finally determined in accordance with these Regulations. The offender is not automatically excluded from any hockey activity other than that specified in this Regulation.

6.6. Where an appointed Technical Official is present and considers the conduct of a team official or substitute to necessitate the issue of a Category 1 Red Card, they will inform the match umpires at the earliest opportunity. The responsibility to issue a Category 1 Red Card lies solely with the match umpires.

6.7. The only circumstance in which a Category 1 Red Card may be withdrawn is if, following the conclusion of the match in which the Red Card was issued, the umpire who issued the Category 1 Red Card is satisfied that there has been a case of mistaken identity. In such a case the umpire shall withdraw the Red Card and, if

satisfied as to the identity of the actual offender, may report the behaviour of the actual offender.

6.8. An umpire issuing a Category 1 Red Card shall complete a RCRF at the earliest opportunity. Where practicable, this should be prior to leaving the venue, but it must be within 24 hours of issue. The offender and the Affiliated Body (in particular the captain of the relevant team) for which the offender participates shall provide the umpire who issued the Red Card with all the information they may reasonably require for the purpose of completing a RCRF.

6.9. Upon issuing a Category 1 Red Card, the umpire will complete the Red Card Report Form (RCRF) and tick the offence of Category 2.

6.10. The umpire completing the RCRF should also take a copy of the RCRF for forwarding to the DA/HIDO, alongside maintaining this for their records. This may be in the form of a photograph of the RCRF.

6.11. It is the responsibility of the offender and the Affiliated Body Secretary to ensure that the HIDO has sufficient details about the offender to enable the HIDO to provide the offender with copies of any documents relevant to the offence in sufficient time for the offender to comply with any time limits prescribed in these Regulations.

6.12. The DA will be provided with a copy of all RCRFs from the competitions administration team in HI. The DA will inform the HIDO of all RCRFs received at the earliest opportunity.

6.13. A Disciplinary Hearing shall be held for all Category 1 Red Cards reported to the HIDO within 14 working days of issue of the Red Card, however where possible the hearing will be held within seven working days. The constituents of the DHP are laid out in Regulation 3.5 with procedures for this hearing described in Regulation 9.

6.14. The sanctions to be imposed where a Red Card is issued are set out in Regulation 13.

6.15. If the offender and/or the umpire issuing the Red Card was under the age of 18 at the time of the offence, on receipt of the RCRF the HIDO shall send a copy of the RCRF to the HI National Children's Officer (nationalchildrensofficer@hockey.ie) and the Children's Officer of the Affiliated Body.

7. Category 2 Red Cards

7.1. A Category 2 Red Card may be issued in the circumstance where a player receives two yellow cards in the same match.

7.2. Where a Category 2 Red Card is awarded. The umpire should show the offending player a second yellow card, followed by the red card.

7.3. Upon receipt of a Category 2 Red Card, the player in question is permanently suspended by an umpire from further participation in the match and must leave the Field of Play. The offending team shall thereafter play for the remainder of the match with one fewer player on the pitch.

7.4. Receipt of a Category 2 Red Card does not preclude the player in question receiving a CoC Complaint (as described in Regulation 8) should their subsequent behaviour warrant it.

7.5. An umpire issuing a Category 2 Red Card shall complete a RCRF at the earliest opportunity. Where practicable, this should be prior to leaving the venue, but it must be within 24 hours of issue. The offender and the Affiliated Body (in particular the captain of the relevant team) for which the offender participates shall provide the umpire who issued the Red Card with all the information they may reasonably require for the purpose of completing a RCRF.

7.6. Upon issuing a Category 2 Red Card, the umpire will complete the Red Card Report Form (RCRF) and tick the offence of Category 2.

7.7. There is no right to appeal the decision of an umpire to award a yellow card, and as such, there is no right to appeal to the automatic one match suspension for a Category 2 Red Card.

7.8. The umpire completing the RCRF should also take a copy of the RCRF for forwarding to the DA/HIDO, alongside maintaining this for their records. This may be in the form of a photograph of the RCRF.

7.9. The DA will be provided with a copy of all RCRFs from the competitions administration team in HI.

7.10. A player who is issued a Category 2 Red Card will receive an automatic mandatory one match suspension. The player, their associated Affiliated Body Secretary, and the HIDO, will be informed of the automatic mandatory suspension by the DA by way of an SNF and will serve the suspension in the next suitable fixture as determined by the DA/HIDO.

7.11. For the avoidance of doubt, where a Participant receives a Category 2 Red Card in a match, any yellow card accrued during this match shall not be counted for the purposes of the accumulated yellow card suspension issued in accordance with this Regulation 4.

8. Code of Conduct

8.1. The HI CoC applies to all people involved in any way with the sport of hockey in Ireland, including playing in Ireland or representing Ireland away from home.

8.2. A CoC complaint can be made at any time by any participant, except where the alleged misconduct occurs whilst the person is participating in a match (as defined in Regulation 1.1) where a Category 1 Red Card can be issued.

8.3. CoC complaints should be submitted to the DA within two working days of the alleged misconduct using the CoC complaint form. The DA will inform the HIDO of all CoC complaints received at the earliest opportunity

8.4. A Disciplinary Hearing shall be held for all CoC complaints reported to the HIDO within 7 working days of receipt. The constituents of the DHP are laid out in Regulation 3.5 with procedures for this hearing described in Regulation 9.

8.5. The sanctions to be imposed where a person is deemed to have breached the CoC are set out in Part 13.

8.6. If the alleged offender and/or the complainant raising the CoC breach was under the age of 18 at the time of the offence, on receipt of the CoC Complaint form the HIDO shall send a copy to the HI National Children's Officer (nationalchildrensofficer@hockey.ie) and the Children's Officer of the Affiliated Body.

8.7. The alleged offender and/or the affiliated body for which the alleged offender is associated with is required to provide the complainant who is submitting the CoC Complaint Form with all the information they may reasonably require for the purpose of completing the form.

8.8. It is the responsibility of the alleged offender and the Affiliated Body Secretary to ensure that the HIDO has sufficient details about the alleged offender to enable the HIDO to provide the alleged offender with copies of any documents relevant to the alleged offence in sufficient time for the alleged offender to comply with any time limits prescribed in these Regulations.

9. Disciplinary Hearing Procedures

9.1. A Disciplinary Hearing shall be convened for the reasons outlined in Regulation 3.5.1

9.2. Prior to a Disciplinary Hearing:

9.2.1. As soon as reasonably practicable following the establishment of the Discipline Panel, the HIDO shall:

9.2.1.1. Notify the Participant and the Affiliated Body of the date, place and time of the Disciplinary Hearing and, where possible, who the Discipline Panel Members are to be.

9.2.1.2. Supply copies of the RCRF or CoC Complaint Form (if applicable) and any other reports or statements provided to the HIDO in connection with the matter.

9.2.1.3. Communicate the right of the Participant to be represented.

9.2.2. HI and the person who is the subject of the Disciplinary Hearing may be represented at the Disciplinary Hearing.

9.2.3. It shall be the sole responsibility of the person who is subject of the Disciplinary Hearing to notify and arrange the attendance at the Disciplinary Hearing of any witnesses in support of their arguments.

9.2.4. The person subject of a Disciplinary Hearing and/or their affiliated body may make representations in writing to the HIDO as to the alleged offence committed, and any matters which the offender wishes to have taken into consideration regarding any sanction. Such representations must be received by the HIDO within four days of notification..

9.2.5. The person who is subject of the Disciplinary Hearing must notify the HIDO of all persons who are to be in attendance at the Disciplinary Hearing (including witnesses, legal and other representatives etc.) and their capacity within four days of the notification from the HIDO.

9.2.6. The DHP and/or HIDO shall be entitled to invite such other person(s) as they deem appropriate to give evidence at the Disciplinary Hearing by whatever means the DHP/HIDO shall decide.

9.2.7. Where any person required to attend a Disciplinary Hearing (including the person subject of the Disciplinary Hearing) is under the age of 18, they are required to be accompanied by a parent, guardian or other representative.

9.2.8. If a person subject of a Disciplinary Hearing, or any person required by the DHP or HIDO to attend a Disciplinary Hearing, is unable to attend a Disciplinary Hearing, they shall notify the HIDO of this in writing as soon as possible specifying why they are unable to attend. The HIDO and DHP shall have sole discretion in deciding whether or not to adjourn or postpone the Disciplinary Hearing. Nothing shall preclude the DHP from convening a Disciplinary Hearing

without the person subject of the Hearing being present or being accompanied by a representative.

9.3. During a Disciplinary Hearing:

9.3.1. The DHP shall have sole discretion in deciding whether to allow or refuse (in part or whole) the evidence of any person at a Disciplinary Hearing. All members of the DHP must be unanimous in agreement to refuse the evidence of any person, and a rationale for this refusal must be provided in writing.

9.3.2. The person subject of the Disciplinary Hearing, their representatives, and any other invited parties, shall be entitled to be present throughout the Disciplinary Hearing save for deliberations of the DHP which shall be conducted in private.

9.3.3. At the commencement of the Disciplinary Hearing, the Chair of the DHP shall introduce the DHP Members and establish the identities and purposes of those others who are present. The Chair of the DHP shall also outline the procedure to be allowed during the Disciplinary Hearing.

9.3.4. Evidence will be heard from the person subject of the Disciplinary Hearing, if they elect to give evidence, and from any witnesses called by the person and/or the DHP. Such evidence may be given orally or by audio/visual aid, as the DHP may agree.

9.3.5. Where evidence is given before the DHP, there shall be no questioning other than by the DHP Members, except with the permission of the Chair of the DHP.

9.3.6. The Chair of the DHP will then invite all persons other than the DHP Members to retire whilst the DHP considers its decision.

10. Decisions of the Disciplinary Hearing Panel

10.1. The previous disciplinary record of the person subject of the hearing may be considered by the Disciplinary Hearing Panel when making its decision.

10.2. The previous disciplinary record of a person/affiliated body subject of a Disciplinary Hearing shall be made available to the DHP but shall only be relevant to the level of any Sanction to be imposed by the Discipline Panel and not to the merits of the disciplinary case before the Discipline Panel Hearing.

10.3. A DHP shall have due regard to natural justice when establishing the procedure to be followed at the Discipline Panel Hearing and when making its decision.

10.4. The standard of proof in all matters for determination by the DHP shall be proof on the balance of probabilities.

10.5. The DHP shall not make any decision which is contrary to an Umpire or Technical Official's decision unless it is fully satisfied that there is irrefutable evidence that the decision was wrong.

10.6. Following the conclusion of a Disciplinary Hearing, the DHP shall decide:

10.6.1. In respect of a Disciplinary Hearing concerning a Category 1 Red Card:

10.6.1.1. To uphold the Category 1 Red Card (in whole or in part) and impose such Suspension (if any) as it thinks fit (including a determination that any Suspension shall apply in all competitions where deemed appropriate) provided always that it follows the Sanctions Guidelines.

10.6.1.2. To rescind the Category 1 Red Card and substitute this for a lesser penalty (e.g. a Category 2 Red Card or yellow card) provided that the penalty is in respect of the same incident or incidents as that referred to in the Match Report Form / Penalties Form and that the Participant shall not, in the opinion of the Discipline Panel, be unfairly prejudiced by the same.

10.6.1.3. To rescind the Category 1 Red Card.

10.6.1.4. If the DHP is satisfied that there has been a case of mistaken identity, to rescind the Category 1 Red Card and issue a Category 1 Red Card to the Participant who they deem was responsible for the conduct giving rise to the issuing of the Category 1 Red Card.

10.6.2. In respect of a Disciplinary Hearing concerning a CoC Complaint:

10.6.2.1. To uphold the Complaint (in whole or in part) and impose such Suspension (if any) and/or other sanction as it thinks fit provided always that in respect of a Suspension it follows the Sanction Guidelines; or

10.6.2.2. To reject the Complaint in full.

10.7. Subject to Regulation 10.8, the DHP shall have two working days in which to make and issue its decision. The decision shall be in writing and shall summarise the evidence and arguments put before the DHP as well as the reasons for its decisions and the sanction (if any) imposed. The written decision shall be sent to the CEO and HIDO by letter, email or any other means agreed with the CEO/HIDO. The HIDO on behalf of the CEO shall then have responsibility for informing the person subject of the hearing with a SNF, and any other person that the HIDO believes, in their sole discretion, should be intimated a copy, including but not limited to the Affiliated Body.

10.8. The DHP may extend the two working day period referred to in Regulation 10.7 by such period as it may agree with HI if the DHP require further information, evidence or clarification from any person in order to make its decision.

10.9. All decisions of the Discipline Panel at a Disciplinary Hearing shall be made by majority.

11. Appealing a decision of the Disciplinary Hearing Panel

11.1. Not later than five (5) working days after receipt of the SNF the offender may appeal against the decision laid out in Regulation 10 by completing an Appeal Form and submitting this, together with the appropriate €250 fee or sterling equivalent (as shall be set by HI from time to time), to the HIDO.

11.2. In the case of a CoC Complaint, not later than five (5) working days after receipt of the SNF the complainant may appeal against the decision laid out in Regulation 10 by completing an Appeal Form and submitting this, together with the appropriate €250 fee (as shall be set by HI from time to time), to the HIDO.

11.3. In the case of a Category 1 Red Card, not later than five (5) working days after receipt of the SNF the umpire who submitted the RCRF may appeal against the decision laid out in Regulation 10 by completing an Appeal Form and submitting this, together with the appropriate €250 fee or sterling equivalent (as shall be set by HI from time to time), to the HIDO.

11.4. An Appeal pursuant to Regulation 10 shall not in itself have the effect of staying, suspending or varying the decision of the DHP. Only the Chairperson of the relevant Appeal Panel shall have the power to stay or vary any sanction pending the Hearing of an Appeal, and then only if an application is made to the Appeal Panel by the offender. The decision whether to stay, suspend or vary any sanction pending an Appeal shall be in the sole discretion of the Chairperson from whose decision there is no right of Appeal. Such an application will not be successful if in the opinion of the Chair it is intended to simply delay the imposition of the sanction.

11.5. An appeal shall only be heard by the Appeal Panel if there are sufficient grounds for the appeal. The sufficient grounds of appeal are that the DHP:

11.5.1. Has made a decision which it did not have authority or jurisdiction to make.

11.5.2. Has made a substantial error in procedure.

11.5.3. Has made a decision in the absence of material evidence which was not available at the time of the original decision.

11.5.4. Has made an unreasonable decision.

11.5.5. Has made a decision which carries unreasonable punishment.

11.6. In the event that a person (the Appellant) appeals the decision of the DHP in accordance with Regulation 11, the HIDO shall establish an Appeal Panel to convene an Appeal Hearing in accordance with Regulation 3.6.

11.7. As soon as reasonably practicable following the establishment of the Appeal Panel, the HIDO shall:

11.7.1. Notify the Appellant of the date, place and time of the Appeal Hearing and, where possible, who the Appeal Panel Members are to be.

11.7.2. Supply a copy of the written DHP decision to the Appeal Panel and the Appellant.

11.8. The procedure of a Disciplinary Hearing set out in Regulation 9 and 10 shall apply in the same way to an Appeal Hearing except that:

11.8.1. A re-hearing of the case considered at the Discipline Panel Hearing or admission of any new evidence not considered at the Discipline Panel Hearing shall only be permitted at the discretion of the Appeal Panel and upon cause shown by the Appellant.

11.8.2. Where the Appellant wishes to present at the Appeal Hearing evidence not laid before the DHP, the Appellant shall provide to the HIDO no later than two working days prior to the date of the Appeal Hearing a written outline of the evidence in question and an explanation as to why it could not have been presented at the DHP. The HIDO shall then notify any other parties to the appeal of the nature of the further evidence proposed to be given. The Appeal Panel shall only consider the evidence if it is satisfied that the evidence could not have reasonably been provided at the Disciplinary Hearing.

12. Decision of the Appeal Panel

12.1. Following conclusion of the Appeal Hearing, the Appeal Panel shall decide to:

12.1.1. Uphold or annul the decision of the DHP in full; or

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12.1.2. Substitute the decision of the DHP in part and/or reduce or increase the sanction imposed by the DHP as it thinks fit (including a determination that any Suspension shall apply in all competitions where deemed appropriate) provided always that it follows the Sanctions Guidelines.

12.1.3. Defer consideration of the appeal pending receipt of information, evidence or clarification from the DHP or the HIDO or from a person not present at the Appeal Hearing; or

12.1.4. Take any step which in the exercise of its discretion, the Appeal Panel considers it would be appropriate to take in order to deal justly with the appeal.

12.2. As part of its decision in Regulation 12.1, the Appeal Panel may decide to return to the Participant all or part of the fees paid by the Participant in accordance with Regulations 11. If the decision of the appeal panel is to uphold the decision of the DHP there will be no refund of the appeal fee.

12.3. Subject to Regulation 12.4, the Appeal Panel shall have two working days in which to make and issue its decision. The decision shall be in writing and shall summarise the evidence and arguments put before the AP as well as the reasons for its decisions and the sanction (if any) imposed. The written decision shall be sent to the CEO and HIDO by letter, email or any other means agreed with the CEO/HIDO. The HIDO on behalf of the CEO shall then have responsibility for informing the Appellant, and any other person that the HIDO believes, in their sole discretion, should be intimated a copy.

12.4. The Appeal Panel may extend the two Working Days period referred to in Regulation 12.3 by such period as it may agree with HI if the AP require further information, evidence, or clarification from any person in order to make its decision.

12.5. All decisions issued under the Appeals procedure may be appealed by the appellant by referral to Sport Dispute Solutions Ireland, within five working days from receipt of such decision, for final and binding arbitration in accordance with the Sport Dispute Solutions Ireland Rules.

13. Sanction Guidelines

13.1. The minimum Sanction Guidelines relative to the offence committed are detailed in Appendix 1.

13.2. The minimum sanction may be increased at the discretion of the DHP/AP depending on specific aggravating factors. This includes but is not limited to lack of admission of guilt and lack of remorse, intent, injury/upset or damage caused, disciplinary history.

13.3. In addition to the Match Suspensions, the DHP or AP may impose additional sanctions including a letter of apology or any other additional sanctions that they see fit.

13.4. The Sanction Guidelines which were in force at the time of a disciplinary offence shall be the version applied when determining what Suspension (if any) to impose in respect of the offence.

13.5. In addition to individual sanctions, the DHP or AP may impose sanctions to the Affiliated Body including but not limited to a written warning, and/or financial penalty and/or points deduction. Note: financial penalties may only be imposed on affiliated bodies (e.g. clubs, schools, associations). Examples of offences which may warrant affiliated body sanctions include but are not limited to:

13.5.1. Inappropriate conduct including public statements and social media activities.

13.5.2. Match fixing or inappropriate conduct with betting.

13.5.3. Widespread verbal abuse from multiple affiliated members, failing to control spectators.

13.5.4. Serious verbal abuse from an affiliated member who cannot be identified.

13.5.5. Where the facts of the alleged incident are not adequately or clearly covered by any of the named offences, conduct that is either contrary to the spirit of the game or brings the game into disrepute.

13.6. The HIDO shall be responsible for nominating the matches of any Suspension finally determined under these Regulations which:

13.6.1. Are within the same competition as the match in which the Category 1 Red Card was issued unless the DHP or AP determine that any Suspension should apply in all competitions.

13.6.2. Were scheduled prior to the date of the match in which the Red Card was issued.

13.6.3. Are to be scheduled where the Suspension extends to the next season or future seasons.

13.6.4. If a nominated match of Suspension is postponed, the Suspension will apply to the next suitable match as defined by the DA.

13.7. If an affiliated body imposes an additional sanction on an individual, it shall, in addition to notifying the offender, within 72 hours of the imposition of such sanction, notify in writing the HIDO. Where an affiliated body has imposed an additional sanction on a person who at the time of the offence was under the age of 18, the HIDO on being notified by the relevant affiliated body, shall send a copy of such notification to the HI National Children's Officer (nationalchildrensofficer@hockey.ie).

13.8. Any sanction imposed by an Affiliated Body shall not be taken into account in the decision of the DHP/AP when making any decision on possible sanctions.

13.9. It is the responsibility of the affiliated body for which the offender was participating when the Red Card was issued, or is affiliated to in the case of a CoC and accumulated yellow cards, to implement any sanction imposed as laid out in the SNF. In all cases the offender shall be responsible for informing any other affiliated body of which the offender is a member of that the sanction that has been imposed. Any failure by the relevant affiliated body to implement any sanction or by the offender to inform any other relevant affiliated body shall be deemed a breach of the CoC.

14. Tournaments

14.1. Where a Tournament Director has been appointed by Hockey Ireland in the management and administration of an event under Regulation 3.7, the Tournament Director shall have the jurisdiction to deal with breaches of the Code of Conduct during the tournament.

15. Rescinding of a card

15.1. The rescinding of any Card and the removal or reduction of any Suspension shall not affect the result of the match in which the Card was issued.

16. Publicity

16.1. Hockey Ireland shall publish any Sanctions imposed or rescinded under these Regulations on the Hockey Ireland website and any decision of a Disciplinary Hearing or Appeal Hearing and shall do so in such manner and in such form as Hockey Ireland thinks fit.

17. Additional Provisions

17.1. Procedures or proceedings under these Regulations or any decision under these Regulations shall not be quashed or held invalid by reason only of any defect, irregularity, omission or technicality unless such results in a miscarriage of justice.

17.2. Where an employee of Hockey Ireland is the subject of a CoC Complaint or is issued with a Category 1 Red Card, any disciplinary proceedings which would otherwise be addressed by these Regulations shall instead be addressed by Hockey Ireland in accordance with the Staff Handbook and in a manner which includes consistency with the terms of these Regulations.

Appendix 1 – Minimum Sanctions

If multiple offences are reported, the minimum sanction applying to the most serious offence is to be used in the final sanction decision.

Offence Type	Minimum Sanction						
	2 Matches	3 Matches	4 Matches	6 Matches	10 Matches	14 Matches	16+ Matches
Verbal abuse, protesting, rude language and gestures, harassment, unsporting behaviours.	Verbal abuse or unsporting behaviour without responsibility and with no care about impact on other people, but with or without use of personal insult or obscenity/gestures. Approaching an umpire or technical official within the 20-minute cool-off period following the end of the match and behaving in an inappropriate or unwelcomed manner, or to argue/question decisions made during the match.		Using language or gesture(s) that is seriously obscene, seriously offensive or have a seriously insulting nature to another Participant or any other third person.	N/A	Extreme and/or sustained verbal abuse to another person.	N/A	N/A

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Stick throwing & equipment abuse	Without responsibility and with no care about impact on other people	Intentional with malice, intended to cause harm or damage to another's property	N/A	N/A	N/A	N/A	N/A
Offence Type	Minimum Sanction						
	2 Matches	3 Matches	4 Matches	6 Matches	10 Matches	14 Matches	16+ Matches
Spitting	Careless and irresponsible	With intent to spit on another person but unsuccessful	N/A	N/A	Deliberately spitting on an individual	Deliberately spitting on an individual including sustained abusive language	Deliberately spitting on an individual including sustained abusive language, physical threats or the striking of an individual(s).
Urinating close to, or at the side of the pitch	Careless and irresponsible	With intent to cause upset, damage or harm.	N/A	N/A	N/A	N/A	N/A
Threatening, dangerous or intimidating behaviour	N/A	N/A	Provoked, related to a close contest between opposition players and ball. Excessive. Relentless	Unprovoked. Coming from a distance to incite violence. Actions result in escalation of incident.	Intentional with malice. Actions start a brawl or nasty, objectionable scene	N/A	N/A

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Physical Assault / Act of Violence / Striking	N/A	N/A	Evidence of provocation, no injury	Unprovoked Strike to mid/lower body region such as stomach or legs without injury	Deliberate with intent to harm, Strike to head region with stick or fist without injury. Evidence of frustration or provocation with injury caused	Unprovoked. Strike to mid/lower body region such as stomach or legs causing injury	Deliberate with intent to harm. Strike to the head region with stick or fist. Significant injury caused by strike to mid/lower body section
Offence Type	Minimum Sanction						
	2 Matches	3 Matches	4 Matches	6 Matches	10 Matches	14 Matches	16+ Matches
Inappropriate conduct including public statements and social media activities.	Honest Mistake, no harm intended, evidence of naivety or lack of understanding	Without responsibility and with no care about impact on other people	Malicious negligence and unwilling to accept responsibility. Intention to be hurtful or demeaning	N/A	N/A	N/A	N/A

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Inappropriate conduct with regard to betting and/or gaming.	N/A	N/A	Honest mistake. Evidence of naivety or lack of understanding	Deliberate act Irresponsible and negligent	Involved in organised money making activities	N/A	N/A
Match Fixing involvement or activities	N/A	N/A	N/A	N/A	Evidence of naivety or provocation or pressure to partake	Choices made to partake without pressuring other to also partake	Involved in organised cartel with intent to influence and/or pressure other to partake
Discrimination - to include but not limited to age, race, gender, sexual orientation, disability, religious beliefs etc.,	N/A	N/A	N/A	Single use of discriminatory abusive language	Repeated abusive language including discriminatory abusive language.	N/A	Repeated threatening abusive Language including discriminatory abusive Language. Including Physical threats, and or the Striking of an individual(s)
Offence Type	Minimum Sanction						
	2 Matches	3 Matches	4 Matches	6 Matches	10 Matches	14 Matches	16+ Matches

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Sexual Harassment	N/A	N/A	N/A	N/A	N/A	Repeated use of sexual language, and or gestures which intimidates or harasses an individual.	Repeated threatening sexual language and or gestures, including physical contact with individual or individuals
Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that is either contrary to the spirit of the game or brings the game into disrepute	First offence	Repeated offences					

Sanctions may also be taken against clubs in the event that they: (i) fail to adequately control players, officials, spectators or members behaviour, (ii) fail to comply with their obligations under the Hockey Ireland Code of Conduct, or (iii) fail to manage criticism or comments made on any social media accounts under the clubs control. If multiple offences are reported, the minimum sanction applying to the most serious offence is to be used in the final sanction decision. Additionally, if a club presents to the DHP for repeated examples of the same offence, the DHP can introduce elements of sanctions from higher levels including points deductions, and the removal of home advantage for a specified period of time. Subject to ratification.

Offence Type	Minimum sanction options						
	Written reprimand and warning	Fine (of €500)	Fine (€1000-€2000)	Removal of home advantage for a specified time	Points deduction	Significant points deduction + fine	Suspension from competition + major fine

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Verbal, abuse protesting, rude language and gestures, harassment, unsporting behaviours from spectators associated with the club, or for the club failing to take action against abusive spectators.	Verbal abuse or unsporting behaviour without responsibility and with no care about impact on other people, without or without the use of personal insult or obscenity/gestures. Approaching an umpire or technical official within the 20-minute cool-off period following the end of the match and behaving in an inappropriate or unwelcomed manner, or to argue/question decisions made during the match.		Using language or gesture(s) that is seriously obscene, seriously offensive or have a seriously insulting nature to another Participant or any other third person.	N/A	Extreme and/or sustained verbal abuse to another person.	N/A	N/A
Offence Type	Sanction options						
	Written reprimand and warning	Fine (minimum of €500)	Fine (minimum of €1000)	Removal of home advantage for a specified time	Points deduction	Significant points deduction + fine	Suspension from competition + major fine

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Spitting	Careless and irresponsible	With intent to spit on another person but unsuccessful	N/A	N/A	Deliberately spitting on an individual	Deliberately spitting on an individual including sustained abusive language	Deliberately spitting on an individual including sustained abusive language, physical threats or the striking of an individual(s).
Threatening, dangerous or intimidating behaviour by spectators, people associated with the club, or for the club failing to take action against spectators for this.	N/A	N/A	Provoked, related to a close contest between opposition players and ball. Excessive. Relentless	Unprovoked. Coming from a distance to incite violence. Actions result in escalation of incident.	Intentional with malice. Actions start a brawl or nasty, objectionable scene	N/A	N/A

Physical Assault / Act of Violence / Striking by spectators, people associated with the club, or for the club failing to take action against spectators for this.	N/A	N/A	Evidence of provocation, no injury	Unprovoked Strike to mid/lower body region such as stomach or legs without injury	Deliberate with intent to harm, Strike to head region with stick or fist without injury. Evidence of frustration or provocation with injury caused	Unprovoked. Strike to mid/lower body region such as stomach or legs causing injury	Deliberate with intent to harm. Strike to the head region with stick or fist. Significant injury caused by strike to mid/lower body section
Offence Type	Sanction options						
	Written reprimand and warning	Fine (minimum of €500)	Fine (minimum of €1000)	Removal of home advantage for a specified time	Points deduction	Significant points deduction + fine	Suspension from competition + major fine
Inappropriate conduct including public statements and social media activities by people associated with the club.	Honest Mistake, no harm intended, evidence of naivety or lack of understanding	Without responsibility and with no care about impact on other people	Malicious negligence and unwilling to accept responsibility. Intention to be hurtful or demeaning	N/A	N/A	N/A	N/A

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Inappropriate conduct with regard to betting and/or gaming, by people associated with the club.	N/A	N/A	Honest mistake. Evidence of naivety or lack of understanding	Deliberate act Irresponsible and negligent	Involved in organised money making activities	N/A	N/A
Match Fixing involvement or activities, by people associated with the club.	N/A	N/A	N/A	N/A	Evidence of naivety or provocation or pressure to partake	Choices made to partake without pressuring other to also partake	Involved in organised cartel with intent to influence and/or pressure other to partake
Discrimination – to include but not limited to age, race, gender, sexual orientation, disability, religious beliefs etc.	N/A	N/A	N/A	N/A	Single use of racially abusive language	Sustained abusive language including sustained racially abusive language.	Sustained threatening abusive Language including racially abusive Language. Including Physical threats, and or the Striking of an individual(s)
Offence Type	Sanction options						
	Written reprimand and warning	Fine (minimum of €500)	Fine (minimum of €1000)	Removal of home advantage for a specified time	Points deduction	Significant points deduction + fine	Suspension from competition + major fine

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Sexual Harassment	N/A	N/A	N/A	N/A	N/A	Sustained use of sexual language, and or gestures designed to intimidate or harass an individual.	Sustained threatening sexual language and or gestures, including physical contact with individual or individuals
Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that is either contrary to the spirit of the game or brings the game into disrepute	First offence	Repeated offences					